

Parker Pen Shoptalker

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NO AUTOMATIC RETIREMENT

Introduce New Retirement Plan

Last week a Parker pension and retirement program broke into the news.

But last week's news was last year's work. The story that was told in the newspapers only hinted at the many months of hard work on the part of union and company officials aimed at providing such a pension and retirement plan for employees. What was the story behind the newsprint?

Consideration was first given a pension and retirement program several years ago, and as far back as 1950 there were informal meetings to discuss the problems and objectives of such a plan. At that time a series of eight discussions was held. A noted pension authority, Chicago's Edwin Shields Hewitt, was asked to discuss pension and retirement plans and problems before the union and management members present.

Special committees of our local lodge of the International Association of Machinists and the Pen and Pencil Workers, and Waldo Luchsinger, personnel director of the company, were in attendance.

The meetings, conducted in an atmosphere of informality, involved some weighty problems. How were employees to be rewarded for their years of service with the company? Should all receive the same amount upon retirement, or should consideration be given to the number of years of service with the company?

How much would a pension program cost? That was another important factor, for the money to assure the retirement benefits had to come out of the company's treasury. What could the company expect in sales five years from now? Ten or 20 years from now? What other expenses would the company have at that time? Would the company's taxes go up or down in the future, and would they still leave enough to pay a pension to everybody then retired?

What are some of the conditions that would affect any pension or disability program that would go into effect here?

For one thing, there are more women than men working at The Parker Pen Company. Women have a greater life expectancy than men, and therefore, generally speaking, it costs more to provide a pension for them.

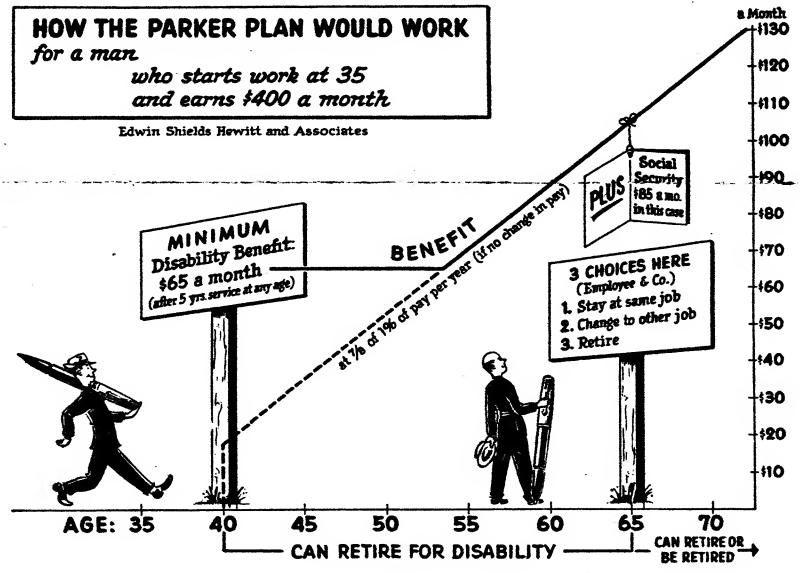
Too, there were people working for Parker who were over 65, but had only been here a short time, less than ten years. Other oldtimers here had been on the job for a considerably longer time, in some instances more than 40 years.

(Continued on page 4, column 3)

HOW THE PARKER PLAN WOULD WORK for a man

who starts work at 35 and earns \$400 a month

Edwin Shields Hewitt and Associates



Vacation Pointers, By Local Authorities

By now, all vacations are planned and roadmaps marked. Baggage is packed and father's liver pills are set out in a prominent place so they'll not be forgotten. Mother has the new slacks "which make her look kinda." But, of course, they will only be worn in the car.

The paperboy's been notified and so have the milkman and all the relatives. In short, the house is just about all closed up for summer vacation.

So—with everybody ready to go, some of the folks here who joined us from afar have reminisced about home and some sight-seeing "musts." We pass them along in the event that some vacationers may be passing through these points.

An erstwhile Californian, Art Foster, set forth the argument that too many people who head for the Golden State spend so much time in the glamorous southern part that they miss all the sights around San

Francisco. Art, as you may know, hails from San Francisco.

He recommended that vacationers in California divide their time between the north and the south. San Francisco, according to native son Foster, has famed Fisherman's Wharf, "the best place to go in the U. S. for fine food." And the best place at Fisherman's Wharf, he said, is Tarantino's.

San Francisco boasts the largest Chinese settlement this side of the Orient and Art says that anyone who misses Chinatown misses the color of the west coast city.

George Wright, who's done a good bit of traveling in the Deep South (it's a occupational requirement of the Southern Sales division) has good words for New Orleans. It has a special French provincial atmosphere not found anywhere else, says George. Things to see for certain, George Says, are

(Continued on page 4, column 2.)

At Home: At Arrow Park

*"This is my work; my blessing . . .
Of all who live, I am the one by whom
This work can best be done in the right
way."*

—Henry Van Dyke

The time-ripened sense of pride of workmanship associated with the folks who make Parkers is beautifully expressed in the above passage by Poet Van Dyke. That pride undoubtedly comes from years of turning out the finest product of its kind.

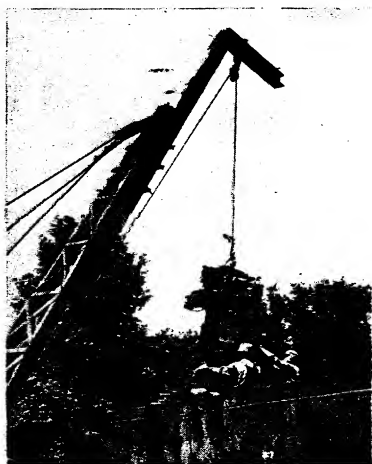
And now, there's something new to nourish Parker pride—the dazzling new \$4,500,000 Arrow Park plant, so aptly termed by one visitor, "Golconda On The Rock River."

For two years, Arrow Park has been something everyone has discussed and closely watched as construction progressed. The actual move to the brand new building was viewed with relish and with a flickering of anxiety, too.

Brick by brick the massive structure took shape. Then the last few months brought added suspense with every weekend drive past its prim, trim expanse.

The move is now at hand! And with some departments already established in the new building, it might be well to consider things that will be new and different about working conditions in our new manufacturing home.

*An ancient kingdom and city in India, famous up to the early 17th century. The name is emblematic of the gems that were its principal product.



The first employes on the scene at Arrow Park, the molding department folks, have expressed wonderment at the unaccustomed space around their ponderous machinery. The big presses, clustered together, fill only a small part of the immense north wing. Everywhere, daylight combined with fluorescent fixtures bring a soft, shadowless lighting.

That special Monday morning after vacations, July 13, production employes will, in most cases, rise and shine a mite earlier than usual, in order to get to work on time. One possible exception: Ken Pierson, whose new living quarters are spang next door to the new plant.

Either by bus or by car, others will drive along the widened Highway 51 and there'll be no need to hurry. Employes driving their own autos will find ample parking space in the big lot at the side of Arrow Park's main building.

Different too, will be the mode of entry to the building. Long accustomed to enter-

ing via the side entrances of the Court Street building, employes may find it strange to walk up Arrow Park's front walk and pass through the huge glass doorways, lobbies, and on to individual work areas.

Those who enter Arrow Park to begin work following vacations may scarcely recognize their tools. Each machine is being painted a soft green which blends easily with the interior decoration of the building.

Both the main building and the service building will be completely air conditioned. This summer, perspiration should be a rarity. An atmosphere of clean fresh air, 15 degrees cooler than outside temperature, is encountered on entering the building. And come next winter, the climate at Arrow



An automatic machine (left) dangles at the end of a cable on the first leg of its trip to Arrow Park. The scene: The parking lot on Bluff street. Later, (right) the machine is supplied with power and painted—all at the same time—in its new home.

Park will be a constant, balmy 70 degrees.

Next winter, early birds will find that the adjacent service building will provide a warm haven from the cold until the factory doors are opened. More important right now, it will also be a cool spot to go on a not morning.

Once street clothes are set aside in locker rooms—there are three for men and three for women—employees may proceed to work areas, stopping, if they wish for cigarets, candy, sort drinks or coffee from the vending machines located in the building.

The impulse to reach for a cigaret during working hours, long taboo because of fire and safety regulations, can now be given free vent. Not only may employees smoke at their place of work, but ash trays have been provided for each individual. Smoking has been banned, however, in restrooms and locker rooms.

Then, as the machinery begins to roll, another change will become evident. The usual production noises will be reduced to a pleasant hum as the acoustical ceiling which stretches throughout the plant, quiets the racket. Special felt padding beneath each machine further lessens such sounds.

Come lunch time, there'll be no more need to scurry out of the building for a mid-day bite to eat. Parkerites, who are so inclined, will simply walk across the tree-lined walk which curves behind the plant and enter the cafeteria in the service building. There, a home-cooked meal, prepared by professional caterers, will be ready and waiting. Those who elect to continue to carry their lunch may eat with fellow workers in the cafeteria.

On cool days, when it's pleasant to sit



Operator Jack Doheny pulls one of the first casts from a molding machine as Arrow Park begins to hum with manufacturing life.

outdoors, food may be carried to the table-spotted hillside and a picnic atmosphere enjoyed.

Arrow Park employees will find an added emphasis on good housekeeping. Individuals will be asked to accept responsibility for cleanliness in their working areas. But with so much to work with and so much to be proud of, this will be a small problem.

All in all, Arrow Park promises to be a wonderful place to work. It is doubtful that anyone will mind rolling out of bed a couple minutes earlier to share its working comforts. To the contrary, one Arrow Parkerite was heard to comment that once inside its cool fresh confines he "might not want to go home."

Earle Miller In New Post

When Earl Best, company secretary-treasurer, announced a realignment of duties in the treasury and accounting departments, another Earle—Earle Miller—found himself promoted to a newly-created position. Earle is now our plant and statistical accountant. He's been with us since Feb. 23, 1948.

John Wemstrom, who's been a Parkerite since January of 1924, has some added responsibilities since the realignment. Besides his job as head of the payroll department, he's also assistant plant and statistical accountant.

Mr. Best said the changes in the numerous duties of the two departments are designed to improve their service. The changes became necessary with the added duties recently placed on the shoulders of our chief accountant, W. G. Firchow, as an officer in the various company domestic subsidiaries. Two others took over new jobs because of the realignment. Howard Robinson is now assistant chief accountant, taking over in Earle Miller's old job, and Tony Kutz has become an assistant to Robinson.

Wright, Hayes Division Heads

A couple of veterans of navy and sales are now managers of two newly-organized divisions. They're George Wright and Lloyd Hayes.

The old Janesville division no longer exists. When its top-kick, John Mack, accepted a management position with a St. Louis investment firm, the division split in two—the "Central" and the "Mid-Western" divisions.

Wright, who now heads the Central division, entered his management grooming with Parker in 1937, straight from the campus of the University of Wisconsin. He took some time out for wartime cruises with the navy and has been assistant Southern division manager for the last seven years.

Hayes, who officered in World War II, has been in selling for nearly two decades. He came to Parker in 1945 from the Good-year Rubber and Tire company and is a native of Indianapolis. The Navy's own lingo, "Glad to have you aboard," might be the best way to congratulate the men in their big moment of success.

Tumbling Barrel

Pens For Truce

Dear Mr. Parker:

Thanks so much for . . . the pens you have forwarded to be used in the work on the truce negotiations in Korea. I can assure you I will use them, and I will think of your kind contribution as we progress toward the signing of this historic agreement.

Mark W. Clark
General, U.S.A.

'Regular Gang'

Dear Sir:

After reading your letter in Time (June 15) about junking time clocks, I am proud of my battered old Parker pen. Evidently yours is a "regular" gang . . .

Joe Rohde
Portland 5, Oregon

Check Electro-Polishing

Dear Sir:

Holy cow . . . when are you people going to start making a good pen? No matter what I do to the point, it writes like the hook end of a claw-hammer. . .

E. H. Adams
Neplate, N. C.

Ed. Note: We've recommended a change of nibs for Mr. Adams. Our newest development, Electro-Polishing, gives a point supreme smoothness.

Whatsis No. 3



Is it water going down a drain or the fire pot in a furnace? After a few of your best guesses, you can check the right answer on page 4.



ances of the Court
oyes may find it
Arrow Park's front
the huge glass door-
to individual work

row Park to begin
as may scarcely re-
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Begin New Era In Smoother Writing

In man's old search for better writing—from chisel to quill to "51" pen—the goal has remained constant. Smoother, more effortless movement across the writing surface.

With that in mind the recent development by a Parker research worker takes on momentous significance. Robert Shuman had found a way to make fountain pens write smoother than ever.

He did it by perfecting an unusual electro-polishing process which removes burrs, flaws and even the tiny scratches left by mechanical grinding. Even in the nib slit, where it is practically impossible to reach minute metal "thistles" with conventional equipment, the electro-polishing method rounds and smooths the Plathanium tip. One Parkerite was so impressed with a demonstration of an E.P. point that he compared the new discovery to an automotive overdrive, saying that "since the point is the 'motor' of a fountain pen, this electro-polishing process must certainly be the floating power, or overdrive."

Laboratory tests indicate the statement is in no way an excess of the imagination. Even under microscopic examination, surface roughnesses are not detectable, and writing tests by consumers show that people almost invariably can distinguish the electro-polished point from a standard one.

Like most other worthwhile discoveries, electro-polished pen points are not a happenstance of good fortune. Bob Shuman worked on the theory for four years. Starting with the information that electro-polishing was beneficial to some metals, Metallurgist Shuman plunged into the necessary research and in late 1952, hundreds of experiments later, he had the secret.

Meanwhile he had accomplished Industry's first successful electro-polishing of a platinum-base metal.

Like most of the rest of us, Bob Shuman found some advice, encouragement and help along the road to his objective. There was Dr. Arthur Peterson, chief of the Parker metallurgy laboratory here. There was Harlan Zodtner, our director of research. Dan Parker and others had a little to add. But it was Bob Shuman who brought even smoother points to the Parker Pen.

What it will mean to the individual in terms of long range benefits is anyone's guess. But it is immediately convertible into a competitive sales advantage. No one else in the industry has the knack.

The Sales Department will spring a campaign of lively advertising to tell the E.P. story during August and September when 40 million Americans are returning to school, and oldsters everywhere are getting back to business (and paperwork) as usual.

Look magazine, Country Gentleman, Newsweek, Saturday Evening Post, Time and Life are scheduled to carry the ads.

Vacation Pointers By Authorities

(Continued from page 1, column 3.)

the old Cabildo on Jackson Square, Bohemian night life on Bourbon Street, the French quarter, St. Louis Cathedral, oldest in the U. S., and the old cemeteries which are built entirely above ground.

Just in case you happen to be going west, "Mose" Nutley presents a solid recommendation for Clinton, Iowa, his old home town. "Mose" suggests that the trip be made on the Lincoln highway which crosses the Mississippi via the old North Bridge, a toll affair that has something to do with the Nutley coffers.

About a mile north along the west side of the Mississippi is Eagle Point park, which presents a splendid view of the river and the new dam.

George Whiteside has many good words for a tiny piece of real estate in his sales division, Lake Wales, Florida. For example, there's Bok Tower, a beautiful structure built by Edward Bok, former editor of the Ladies Home Journal. From its uppermost part is heard the musical pealing of a carillon bell tower.

Not far from Lake Wales is highly publicized Cyprus Gardens where you can enjoy watching national champions of water skiing. There too, is "The Great Masterpiece," a huge mosaic reproduction of the famous "Last Supper."

A former New York City "cliff dweller," John Gibb offered a few pointers on what to see and do in and around Gotham. Biggest attraction at present, he said, is UN headquarters with its new buildings. But for a flavor of the Old World, he said, nothing can beat The Cloisters on Riverside Drive. The ancient building was brought from Europe stone by stone and reconstructed in New York.

Then, if you tire of the city and its traffic, John says you can enter into a story book world by traveling up-state to Sleepy Hollow and the land of Rip Van Winkle. But before leaving, everyone, according to John, should see a Dodger game. Braves propaganda notwithstanding, the Dodgers are still in the National league.

Of course, if you plan to remain in "God's own country," Bob Burmeister, a native of Wausau, Wisconsin, has some pointers on where to go around Wisconsin Dells and Rib Mountain State park. Up in the gateway to the north, the best eating place he knows is Jim's Log Cabin just north of Tomahawk.

A spot no one visiting Wisconsin Dells should miss is Devil's Lake. The lake is surrounded by extremely high boulder-strewn hills and is a fine place to have a picnic. The lake also has a delightful swimming area, Bob reported. Other show spots in Wisconsin's northland are King's Gateway and The Northernmaire near Eagle River.

In the event you are content to just sit in the shade of the yard until July 13, the following tip might make your vacation more enjoyable. A couple of stores downtown are featuring a new aluminum lawn chair which is close to feather-weight and requires an absolute minimum of effort to move. Happy Vacation.

Retirement Plan

(Continued from page 1, column 1.)

All of these things and many others had to be weighed during early formative stages of the plan.

Various plans were drafted, but there were certain things lacking.

On June 1 of this year, one plan seemed to have hit upon all the points which were thought to be necessary for success.

The program was described by Edwin Kapek, president of the Pen and Pencil Workers Local, as a "milestone in collective bargaining." Bill Thorn, a member of the Machinists' bargaining committee said that the plan "provides security for older workers . . . and an incentive for (younger ones) to stay on the job." Other union officials were of like mind.

One part of the plan is that payments are in part dependent on the number of years an employe has been with the company. Thus, an employe who has spent his adult work life with the company will be pensioned accordingly, while the employe who has worked a lesser number of years will still receive an attractive pension benefit.

In the American tradition, personal enterprise is a big factor in determining the amount of the benefit.

The plan must be approved by the company's board and stockholders.

Pensions are big news in U.S. industry today. At Parker it is an even bigger story.

Whatsis Answered



What you looked at on page 3 is the open end of the Pli-Glass reservoir in a "51". It's this sack which gives the "51" the greatest ink capacity of any pen on the market.